

HUMAN RELATIONS/ CIVIL RIGHTS NEWSLETTER, OCTOBER 2010

COAST GUARD PERSONNEL SERVICE CENTER

NNOA / ANSO PROFESSIONAL DEVELOPMENT AND TRAINING CONFERENCE



During July 23-30, 2010 the NNOA/ANSO held the first joint conference in Portsmouth, VA. The organizations reflected on the "Passionate Partners in Achieving The Possible— Now And In The Future" programs celebrating. Save the date on your calendars, next years conference will be held in August 1-5, 2011 in San Diego, CA.



HISPANIC AMERICAN HERITAGE MONTH

The PSC Human Relation Council is sponsoring a field trip to CGHQ to join in their Hispanic Heritage Month Celebration. Please join us on Tuesday, October 12, 2010 at 1000 in room CGHQ 4202



"Shipmates, in recognition of the rich Hispanic traditions, culture, and contributions of Hispanic-Americans who have served or continue to serve the Coast Guard with honor and distinction, the National Hispanic Heritage observance is held from 15 September to 15 October each year. Unlike any other cultural observance, it begins mid-month to celebrate the anniversary of independence of five Latin American Countries (Cost Rica, El Salvador, Guatemala, Honduras, and Nicaragua) and to commemorate Mexico's and Chile's Independence movements of 16 and 18 September respectively. This years national theme is Heritage, Diversity, Integrity, and Honor: The Renewed Hope of America." (NATIONAL HISPANIC HERITAGE MONTH CELEBRATION, ALCOAST 453/10)

NATIONAL DISABILITY EMPLOYMENT AWARENESS MONTH

1954, Congress enacted a law declaring the first week in October, "National Employ the Physically Handicapped week." In 1998, the week was expanded to a month and renamed.

"No individual in our Nation should face unnecessary barriers to success, and no American with a disability should be limited in his or her desire to work. During National Disability Employment Awareness Month, we renew our focus on improving employment opportunities and career pathways that lead to good jobs and sound economic futures for people with disabilities." (President Barack Obama, OCT 01, 2010, Presidential Proclamation— National Disability).



COAST GUARD PERSONNEL SERVICE CENTER

Commander, Personnel Service
Center
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Mission Statement:

The Personnel Service Center (PSC) supports mission execution by recruiting, accessing, assigning and developing careers, maintaining well-being, compensating, separating and retiring all Coast Guard military personnel.

DID YOU KNOW:

-In 1968, Congress authorized President Lyndon B. Johnson to proclaim a week in September as National Hispanic Heritage Week. The observance was expanded in 1988 to a month long celebration (Sept. 15-Oct. 15). Victoria Woodhull was the first woman to run for President in 1872.

-Six million veterans have disabilities, including loss of hearing and hypertension. (Source: U.S. Census Bureau)

- There are one million Hispanic veterans in the U.S. armed forces.

UPCOMING EVENTS

DEFENSE EQUAL OPPORTUNITY CLIMATE SURVEY



On 19 October, PSC will conduct a unit Equal Opportunity (EO) social climate survey created by the Defense Equal Opportunity Management Institute (DEOMI). The social survey is a method used by military commands to assess their unit's climate, encompassing member's perceptions and beliefs on several EO & job related factors. The survey measures 12 EO and organizational effectiveness factors. For more information please visit the DEOMI web site: <http://www.deocs.net/public/index.cfm>

NOVEMBER - AMERICAN INDIAN/ALASKAN NATIVE HERITAGE MONTH

In November, we celebrate the ancestry and time-honored traditions of American Indians and Alaska Natives in North America. They have guided our land stewardship policies, added immeasurably to our cultural heritage, and demonstrated courage in the face of adversity. From the American Revolution to combat missions in Iraq and Afghanistan, they have fought valiantly in defense of our Nation as dedicated servicemen and women.

Harvest Festival- Sunday, November 7, 2010 1000-1200, National American Indian Museum
The whole family is invited to kick off the Smithsonian's celebration of American Indian Heritage Month. This weekend-long festival explores how Native communities throughout the Americas celebrate the harvest. It includes harvest-related dance and theater performances, cooking demonstrations and hands-on activities including exploring the process of grinding corn, cornhusk weaving, making masa and making and wrapping tamales. The local Mayan community will develop a special large-scale puppetry presentation based on the Popul Vuh, exploring the areas where the gods make people from corn, and the search for a food source for the newly created people.

CIVIL RIGHTS CORNER

A Coast Guard member who believes they have been victim of discrimination must contact a Civil Rights Service Provider within 45 calendar days of the last incident if discrimination or 45 days from the time that they become aware of discrimination in order to file a complaint. For assistance please contact the Civil Rights/ Equal Opportunity Officer, Region 1, Zone 4 Mr. Robert Thomas (202)372-4260

"We must eliminate conduct that unreasonably interferes with an individual's work performance or creates an intimidating, offensive, or hostile work environment on the basis of an individual's race, color, religion, sexual orientation, national origin, age, disability, marital status, parental status, political affiliation, engagement in any protected EEO activity, or any other basis protected by law." (Anti-discrimination & Anti-harassment Policy Statement).

EEO Mission Statement:

To oversee and monitor compliance of EO/ EEO and Affirmative Employment policies, practices and procedures that affect service members and civilian employees.

To ensure that all service members, employees and applicants have equal opportunity and access to engage in fair competition for employment opportunities and other programs administered by the United States Coast Guard.

To administer a customer-focused program that prevents and eliminates discrimination and ensures fair competition regardless of race, age, sex, color, religion, national origin, physical or mental disability, or reprisal.